

New Year, Renewed Commitments and Fresh Hopes!

'Children are world's most valuable resource and its best hope for the future.'
- J.F. Kennedy

Each interaction we had with children and adolescents this quarter reinforced this belief and filled us with hope that in all we do, children and adolescents are learning to voice their needs and claim spaces as their own.

Pahal



Pratyek Animators Training

Conversations on safety as a right for every child, youth and women

Through our ongoing youth programme with Etasha Society, we interacted with 90 youth in the new batches between January and March. The sessions focused on the risks that youth are more prone to and gave them information on some laws, ways to identify risks and reporting mechanisms in India. The sessions also offered tips on self-help as well as helping other. Furthermore, in this quarter we participated in the Family Day events organised by Etasha Society to interact with parents and orient them about the redressal mechanism related to sexual harassment faced by women at workplaces. This issue is covered by POSH law and internal workplace policies. It was interesting to see that most parents, while discussing a case study of a young woman who faces harassment at the workplace, felt that she should tell them and then leave the job to ensure her own safety. Ignorance about the law and redressal often leads to restriction of the freedom and mobility of young women in the context of their education or work. Through these events we reached out to 50+ parents and family members.



ETASHA Family Day

Similar sessions on 'Risks to Youth' were also conducted with 13 young girls who are part of the skilling programme at Ritinjali, one of our partner organisations working in education and skill building in the low-income communities of South Delhi. The session was held at the Kustumpur Pahadi center. It was the first session for them to understand risks, violence and abuse. In the session, a lot of examples and problems were shared related to their fear and instances of violence and abuse that made them feel more vulnerable.

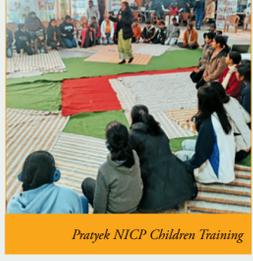
ITI, Gurgaon (Women) invited the team again to conduct a session on risks to youths with the focus on sexual harassment at the workplace, for their trainees. As many as 90 young women and teachers participated in the session.

The Outreach Collective is a platform for seamlessly integrating all stakeholders involved in College Guidance, University Outreach, and Admissions, whether high school educators, counsellors or higher education professionals. An interactive discussion was held with the members on the risks faced by adolescents and the youth today and what can be done to be better equipped to help them navigate this. Concerns, questions and experiences were shared honestly and the scope for more such inputs was reinforced by the participants.

As part of the ongoing partnership the team from Mudita Foundation travelled to Asansol and interacted with 17 teachers who constitute the Internal Committees of 5 schools (from Asansol, Shillong and Kurseong) of the Edmond Rice network. The two-day hands-on workshop helped them decode the law, its processes and their own roles in the context of their own

schools. Case studies and role plays along with a step-by-step approach helped the teachers emerge more confident and empowered, to execute their role with greater responsibility.

This quarter, we also initiated a new partnership with Pratyek and conducted training for three groups - the Pratyek team, members of the National Inclusive Children's Parliament and NIPC Adult Animators. The participants of the NIPC included around 140 children and adult animators across the country.

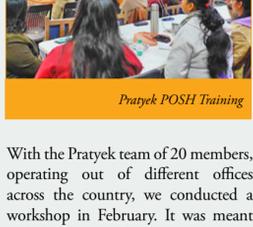


Pratyek NIPC Children Training

Training with NIPC children- The objective of the training was to build the capacity of the new children parliamentarians, to enable them to work in their own communities in the capacity of a national body to identify and prevent abuse, violence and exploitation. The training had multiple segments, starting from icebreakers and sharing information on safety, abuse and violence. This was followed by group activities to help them identify such issues in their own communities. A list was also made on what will help them strengthen safeguarding mechanism in their own organisations.

Training with NIPC Adult Animators - The objective of this one-day training was to build the capacity of adult animators and equip them with the knowledge, tools and resources on the issues of safety, abuse and violence so that they can work with child parliamentarians in their organisations across the country. The training included understanding of safety, abuse, violence and laws, as well as monitoring and redressal mechanisms. They were encouraged to make their own checklists for their organisations. We also provided them tools for building awareness, along with participatory tools to help them identify and collect anecdotal evidence on the lines of their training.

Online follow-up sessions with both these groups have been planned in the next year.



Pratyek POSH Training

With the Pratyek team of 20 members, operating out of different offices across the country, we conducted a workshop in February. It was meant to help them understand and detect safety issues in their organisations for children and staff by a detailed analysis of the POSCO and POSH Acts. This also allowed them to understand the implications of such issues on their teams. The train reflected honestly on their own practices, clarified their doubts and emerged clearer on what else could be done to make their space safer and inclusive for everyone.

Total Outreach

Pahal
(awareness sessions)

445
Children, Youth, Parents and Educators

Leher
(Training Programme)

60
Adolescents and Teachers

Safe Spaces Project

87
Children

65
Parents

Pahal Testimonials

I gathered more concentrated knowledge about child safeguarding in this one single day than I did spending hours of reading up online, or the hours of training in the organisation. It was by far one of the most informative sessions on this topic. - NIPC, adult animator, Pratyek

“मुझे लगता है कि ये सब जानकारी देश के हर नागरिक को मिलनी चाहिए और उन्हें समझना चाहिए ताकि वह खुद और आस पास के लोगों को भी सुरक्षित रखें और जागरूक रहें।” - youth from Etasha

“The programme was enlightening and empowering. The resource persons patiently heard my queries and answered them. The training has a good mix of both theory and practice and learning by doing was really helpful in putting many pieces together.” - IC Member, Group trained in Asansol

Awareness sessions like these reinforce for us the need to create more such spaces that initiate conversations and capacity-building towards safer individuals, safer workspaces and safer communities!



Etasha - Session with youth



ITI - Session with youth

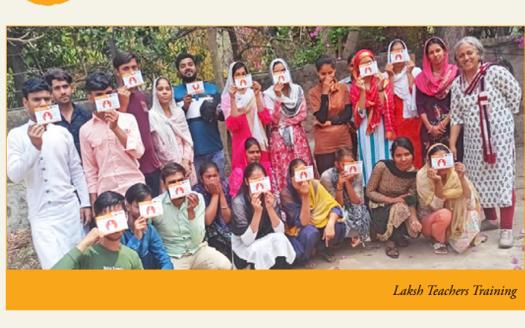


Training of IC Members, CCBI Schools



Ritinjali - Session with youth

Leher



Laksh Teachers Training

Building first responders in communities

With our existing partner Laksh Foundation interactions were planned to strengthen their organisational intervention of integrating sessions on safety into their monthly schedule. Resources and sample lesson plans were shared with them and a calendar created by them with other activities for parents and community in the year. A critical conversation was initiated with the team which focussed on reflecting workspaces as safe spaces for all employees. This session included various activities that started with identifying inappropriate behaviour at the workplace followed by interactive activities to understanding sexual harassment at the workplace, elements of the law for Prevention of Sexual Harassment at the Workplace and ended with a code of conduct being created collaboratively and collectively for all the Laksh centres to create a safe, respectful and inclusive work environment for all the members.

A Follow-up and Review was conducted for the Child Protection and Community Engagement team (nationally). Representatives from Hyderabad, Pune, Bangalore, Delhi, Kolkata and Mumbai shared their efforts towards strengthening parent engagement in their cities and communities. While Pune and Bangalore teams had begun training their fellows, the other teams had it planned for the next academic year. Hyderabad and Pune teams had also begun engagement with parents and were collecting data to be able to strengthen the same in the next year. Delhi team had seen some pilot projects in schools in collaboration with Mudita Foundation and another NGO working on parenting and was looking at scaling this in the next year. What emerged as a highlight for

everyone was the learning on parent engagement and the partnerships they were building locally and nationally with the purpose of engaging with their communities even as they continued to engage with their classrooms in more innovative ways.

In March we restarted our interventions with Ritinjali. We did two training sessions.

The first session was a workplace training for the team with a focus on the POSH law and mechanisms for redressal within and outside the organisation.

The second was a refresher training for the teachers on the different aspects related to child protection such as identifying risks in their community, myths related to it and child protection mechanisms. The steps ahead include a session on relevant laws on child protection, tools and resources for the teachers to use in their classes and the creation of action plan to work on safety with different groups that Ritinjali works with.



Laksh Teachers Training

An annual Review and refresher training was done with the Gurukul students of Navjyoti India Foundation in March. The training included a recap of the previous content followed by discussing what has been done so far, what steps have been taken and what else is yet to be achieved. The young leaders were encouraged to take on roles and tasks towards building a safer community. The groups focussed on conducting awareness activities

with children within the Navjyoti centres or outside, mobilising and reaching out to children through other NGOs in the area and reaching out to the state protection mechanism for interactions and liaising with help from the teachers.

They did a reflective process on their journey as a safety champion. Some of their reflections are given below -

ये कहानी सुरक्षा चैंपियन बनने की है जीवन में कुछ और करने की है हम सब ने मन में ठाना है विश्व को सुरक्षित बनाना है जाना है मैंने इस सेशन में POSCO, JJ एक्ट के बारे में जाना शोषण, तस्करी के बारे में सीखा, इसमें और बहुत कुछ जान ने की, आशा है।
(M, an adolescent girl in Grade 10)

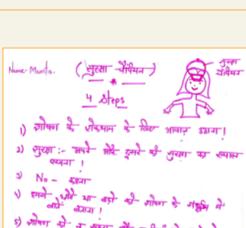
आज मैंने अपने अधिकारों को भी चुन लिया दूसरी मुझे जब चला तब कुछ और ही मस्तिष्क में चल रहा था जब सब समझ गया तब सबको भी समझा दिया अब दूसरा दौर दूसरों ने भी सवाल उठाया लेकिन मेरे मन ने मेरा साथ नहीं छोड़ा सब कुछ हासिल करने में मुझे सक्षम बनाया आज सुरक्षा का वो दौर जिसमें मैं खुल कर सांस ले पाया।
(K, an adolescent girl in Grade 9)

Testimonials:

It was a great introductory session for POSH. I learned very much about the working of IC and its due process.

-Teacher from Ritinjali after POSH session

अलग - अलग सरकारी दफ्तरों में गए सबके काम के बारे में सीखा address पता बताया कि कौनसा ऑफिस जिला में कहां पर है और कौनसी समस्या के लिए किस ऑफिस में या किस ऑफिसर के पास जा सकते हैं। -Laksh Teacher about the ongoing capacity-building over the year.



Comic strips created by adolescents of the Navjyoti India Foundation Gurukul as part of their reflection

The Safe Spaces Project

3 months, 9 visits, 1 event and 17 interactions!



Pratyek Exposure visit

3 months, 12 visits, 2 events: Winter camp and Exposure visit and 15 interactions!

The Safe Spaces Project has been an important milestone for us at Mudita. In April, we completed two years of the Safe Space project in Mangar and a year for Alampur & Dhauj.

In January, in Mangar, we did an Exposure visit in collaboration with Pratyek. In the same month, a winter camp took place in both the villages - Alampur & Dhauj. Both the events were new for all of the three villages. The Mangar team & our safety Champions (Laksh students) had an enriching time with Pratyek's YASH team. Both the teams shared their journey, discussed problems that children face in communities and spoke about what they can do as adolescents. The day ended with both groups showcasing their skills through beautiful performances- a puppet show and a circus performance respectively.

The Winter Camp was held for six days with three days in each of the two villages. The aim of the camp was to build the capacity of our safety champions through equipping them

with some skills to spread awareness in their villages and become advocates for safe communities.

In the three days, children learnt and worked on various skills like story creation, creating scenes, communication (dialogue delivery & voice modification), puppetry and mobilising people through a call song. The camps ended with the first ever puppet show in each village.

In February and March we did home visits in all three villages and interacted with parents to assess their understanding of the Safe Spaces project and receive feedback from them.

Similarly time was spent with the teacher teams and the adolescent groups to review the year, assess their knowledge and create a collective expression of their commitment towards safe spaces by painting on blank canvases and creating a banner. Bright colors and powerful words helped express this collective vision and dream joyfully!



Winter Camp, Dhauj

Badges and postcards on being safety champions were also given to the adolescent groups in Dhauj and Alampur to conclude the year even as we are building plans for the future.



Winter Camp, Alampur

Testimonials:

Learning of children in Dhauj and Alampur after the Winter Camp

• मुझे इन तीन दिनों में बहुत अच्छा लगा। इन तीन दिनों में मैं बहुत कुछ सीखा और यह सब मेरे लिए नया था।

• नई टीचर्स से मिलना और सबके साथ रहना बहुत अच्छा लगा। क्योंकि जो समय अब है या जो वह टाइम था जिसमें हमने enjoy किया और कुछ सीखा वह हमें हमें दोबारा नहीं मिल सकते।

• एक Ma'am जो आई थी उनसे हमने बहुत कुछ सीखा। मुझे वह कंकड़ और पेड़ की कहानी बनाना अच्छा लगा। मैं भी ऐसी कहानी बना सकती हूँ।

• मुझे एहसास हुआ कि जहां पर हम नहीं जाते या कुछ नहीं करते तो हम बहुत कुछ खोते हैं। तो मैं अब से वह सब करूंगी क्योंकि ना जाने से हम बहुत कुछ खो देते हैं। तो हमें सब कार्यों में हिस्सा लेना चाहिए क्योंकि यादें और सीख ही बाद में रहती है।

Some learnings shared at the closing session about the year-

- असुरक्षित जगह के बारे में सीखा और सुरक्षित इंसान और व्यवहार को पहचानना सीखा।
- शोषण के बारे में सीखा कानून के बारे में सीखा।
- गोपनीय, पपेट बनाना सीखा, कहानी बनाना सीखा।
- सुरक्षित व असुरक्षित के बारे में सीखा।

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